

THE JUNIOR OFFICER TRAINING PROGRAM

20 July 1964
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1. In 1951 the Agency inaugurated a Junior Officer Training Program (JOTP), the principal objective of which was to bring into the Agency exceptionally qualified young men and women bent on making careers in Intelligence. It has operated successfully over the years and has become a primary means of introducing new professional personnel into the Agency.

2. Through the Program the Agency selects each year a number of young men and women between the ages of 21 and 35 on grounds of academic excellence, outstanding personal attributes, and evidence of leadership potential. They are appointed as Junior Officer Trainees (JOT) and remain in that status during an extended period of formal and on-the-job training. Senior Agency officers monitor the training of each JOT.

3. After formal training the JOT is assigned to an Agency element for on-the-job training, which is planned in advance by supervisors and JOTP officers. At the conclusion of his on-the-job training the JOT leaves the Program and is officially assigned for duty. At this point he enters the career management system of the Agency.

4. During the thirteen years of its existence the people who have come into the Agency through the JOTP have done outstanding work for the government. In increasing numbers they are entering the ranks of the senior officers. Attrition among them has been low. Because it has proved to be successful, the Agency decided in FY 1964 to use the Program more extensively to provide a larger percentage of the young professional personnel required each year.

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